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|  | Saskatchewan Fencing Association*Creating Opportunities within the Sport of Fencing*510 Cynthia St., Saskatoon S7L 7K7ph (306) 975-0823 / fax (306) 242-8007 / saskfencing@shaw.ca*www.skfencing.ca* |

**MULTI-YEAR PLANNING DOCUMENT**

**July 2018 - June 2021**

The mission of the Saskatchewan Fencing Association is ‘Creating Opportunities within the Sport of Fencing’.

The Saskatchewan Fencing Association (SFA) values the contributions and needs of all its members.

* All participants, regardless of age, gender, ability, and background are of value.
* Participants are entitled to programming best-suited to their specific needs.
* Parents of participants bring a multitude of skills into the association. Parents have a right to be informed regarding all aspects of their children’s participation in the sport of fencing.
* Coaches are vital to ensure that participants receive quality instruction and training.
* Coaches require access to training appropriate to their needs so that they have the opportunity to achieve whatever level of certification they desire.
* Officials are essential to ensure that competitions are conducted according to the rules, and that updates to the rules are applied correctly. Officials require education and training opportunities to ensure that they are applying the rules in a manner consistent with the rest of the fencing community.
* Administrators are necessary to ensure the smooth operation of the association so that the participants, coaches, and officials can be as successful as possible. Administrators require education, training, and resources so that the association can operate efficiently.

The SFA envisions a future in which there is adequate funding generated internally, from sponsors, and from granting agencies to ensure that programming is available so that all participants (athletes, coaches, officials, and administrators) have the opportunity to excel within the sport of fencing.

**AREAS OF EMPHASIS / GOALS / PLANS**

**CAPACITY**

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| **Administration*** Update and keep current the SFA Rules and Regulations, along with website to promote and communicate SFA activities. *(Board, Office Manager - Ongoing, beginning start of 2014 - 15 season.)*
* Improved administration of programs
	+ Members of Technical Committee to take greater responsibility for monitoring programs. *(Technical Committee)*
	+ *SFA* BOD and HP committee to monitor the Technical Committee by expecting meeting minutes and updates at monthly BOD meetings.
	+ Increase and encourage committee involvement in establishing and administering programs (less involvement of SFA board)
* Ongoing training of office staff
	+ Funds/opportunities to be provided for office staff to access professional development on an ongoing basis - discussed annually with staff*. (Board – 2018 and ongoing)*
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| **Finance*** Continue maintenance of low accounts receivable
	+ Continue to monitor and follow-up on the SFA’s accounts receivable to ensure that they remain acceptably low. *(V-P Finance / Office Manager)*
* Reporting
	+ Statements to continue to be provided on a timely and periodic basis to Board, detailing revenues and expenditures to date. *(V-P Finance, Technical Committee)*
		- Material variances to budget need to be managed and reported regularly.
		- Improvements to reconciliation processes to be developed.
		- Develop a streamlined process to quickly process payments with bookkeeping now being completed in Regina.
* Annual Audit
	+ Work with Sask Sport to ensure timely gathering and preparation of audit package for auditors. Objective is to have the final report from the auditors available for AGM each September. *(VP - Finance, President, Office Manager; Annual.)*
* Increase Self-Help Funding
	+ Investigate sources of funding available through National Sports Trust programs to increase revenue opportunities to assist clubs and the association with day-to-day operations and expand participation opportunities for athletes. *(Board, Office Manager, clubs - Immediately & on-going.)*
	+ Explore additional fund-raising opportunities for both the SFA and clubs. (e.g. SLGA 50-50 ticket opportunity, discussed at May SGM.)
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**INTERACTION**

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| **Corporate Sponsorships*** Corporate sponsorship at either the local or provincial level
	+ Maintain the sponsorship committee and strategy aimed at sponsorship of competitions (naming rights). *(VP - Marketing / Sponsorship Committee – September 2018)*
	+ Corporate sponsorship of at least one competition in the province. *(VP - Marketing / Sponsorship Committee – 2018-19 season)*
	+ Corporate sponsorship of at least two competitions in the province. (*VP -Marketing / Sponsorship Committee – 2019-20 season)*
	+ Corporate sponsorship of at least three competitions in the province. *(VP -Marketing / Sponsorship Committee – 2020-21 season)*
	+ Corporate sponsorship of all competitions in the province. *(VP - Marketing / Sponsorship Committee – 2021-22 season)*
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| **Communications*** This multi-year plan will continue to expand on the success we are seeing through our media/awareness campaigns, Press Releases, Twitter and Facebook updates as well as through the combined efforts of all members of the SFA. Individual clubs and members will be encouraged to “toot” their own horns, and the press and other publications being aware of them enough to approach them, instead of the SFA facilitating those leads. Other immediate initiatives include:
	+ SFA Webpage Continued increased functionality: (*V-P Marketing, President, Office Manager. Ongoing, beginning 2018 - 2019 Season)*
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**PARTICIPATION**

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| **Long-term Athlete Development*** Continuation of the modification of existing programming as necessary to ensure that it is compatible with the LTAD plan developed by the NSO. *(Board / Technical Committee / Provincial Coach)*
* Veterans Participation
	+ The Active for Life stage of LTAD is the final destination of all Canadians. In this stage, athletes and participants enjoy lifelong participation in a variety of competitive and recreational opportunities in sport and physical activity.
	+ The SFA will continue to provide opportunities for adults to participate in provincial competitions through the addition of a greater number of veteran tournaments in all weapons throughout the season. *(V-P Technical - ongoing)*
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| **Development of Provincial Level Officials*** Provide opportunities for mature athletes (Provincial Team and Threshold athletes) to develop officiating skills. Currently, the limited number of provincial officials results in club coaches often being required to officiate matches, removing the opportunity to ‘coach’ during competitions. Establishing an officiating program will also develop a succession plan for existing officials and establish an additional growth opportunity for athletes who may not be focusing on HP development.
	+ All Junior (under-20) members of the Provincial Squad to be strongly encouraged to referee at local competitions. *(V-P Technical – present)*
	+ At least one P Level referee clinic to be held each season. *(V-P Technical – starting with 2018-19 season)*
	+ At least one P Level referee to be certified each season. *(V-P Technical – present)*
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| **Club Development*** Work with existing clubs to ensure that provincial programs are in place to ensure their continuing viability and to assist with their expansion. *(Board and Technical Committee – Sept 2018)*
* Solidification of programming in existing clubs
	+ Provincial coach to travel to all clubs in the province on a regular basis to meet with and supervise club coaches, perform talent identification, and meet with parents. Each club to be visited at least once per season. *(Provincial Coach – starting with 2018-2019 season)*
	+ Club coaches and athletes from outside Saskatoon to continue to attend practices at Salle Seguin in Saskatoon. *(V-P Technical)*
	+ Increased involvement of parents
		- President to travel to all clubs in the province at the beginning of each season to provide information regarding SFA programs, to identify strengths brought to the association by the parents, and to encourage parents to become actively involved in fencing at the club and/or provincial level. *(President – starting with 2018-19 season)*
* Club Expansion
	+ Establish a new club for fencing in a district that we are currently not represented. *(President, Board, V-P Technical, Provincial Coach - work to begin in 2020-21 season.)*
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| **Outreach: New Program Development - First Nations / Aboriginal / New Canadians*** Continue to provide self-declaration opportunities for First Nations/Aboriginal/New Canadian athletes. Tracking the information needs to be more automated and included with club reporting. *(President, Board, V-P Technical, Registrar - work to continue with 2018-19 season.)*
* Advertising campaign to be continued to ensure that communities are aware of the existence of the Saskatchewan Fencing Association, and our willingness to provide ‘Introduction to Fencing’ clinics. *(Office Manager / President / Club representatives)*
* Organization of ‘Introduction to Fencing’ clinics as necessary. *(V-P Technical)*
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| **Outreach: New Program Development - Wheel Chair Fencing*** Continued establishment of Wheel Chair Fencing in Saskatchewan in conjunction with Sask Sport and the Wheel Chair Sports Association. *(President, Board, V-P Technical, Provincial Coach - work to begin in 2018-19 season.)*
	+ Ongoing promotion and program development
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**EXCELLENCE**

To support the High-Performance goals of the SFA, a detailed multi-year HP plan was developed for the 2018-2021 seasons which identified a number of programs to address performance gaps and achieve our targeted goals. These programs are aligned to the strategies of the Canadian Fencing Federation.

A key component of developing our HPP is the incorporation of the CFF’s Long Term Athletic Development (LTAD) framework – a system that is aligned to bring together the knowledge and expertise of fencing experts and sports scientists and outlines a developmental pathway for personal achievement for all fencers regardless of age or level. This framework was used by the SFAs HP Committee in the development of our High-Performance Program.

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| **Specific Annual/Seasonal Goals:*** Continue to work with the HP athletes with potential for qualification for the Canadian National Team. (Goal = 4 Athletes selected for HPP top 8 ranking each season)
* Develop younger athletes for the future *(Provincial Coach / Development Provincial coach, club coaches)*
* Western Canada Cup / medallists
	+ At least eight medals at every Western Canadian Championships. *(Provincial Coach / Development Provincial coach, club coaches)*
* National Champions / medallists
	+ At least four medals at every National Championships. *(Provincial Coach / Development Provincial coach, club coaches)*
* National Team members
	+ At least one Saskatchewan member on the National Team (either Cadet, Junior, or Senior) every season. *(Provincial Coach / Development Provincial coach, club coaches)*
* Hosting of Regional / National-level competitions
	+ Bid to host Western Canada Cup every second season*. (Office staff / President / V-P Technical/ Provincial Coach)*
	+ Bid to host Canada Cup every second season. *(Office staff / President / V-P Technical/ Provincial Coach)*
	+ Bid to host National Championships at every opportunity (once every three seasons). *(Office staff / President / V-P Technical/ Provincial Coach)*
* Development of high performance coaches
	+ At least two formal coaching development clinics for grassroots coaches to continue to be held at Salle Seguin every season. At least one of these clinics will offer development opportunities for advanced coaches. *(V-P Technical/ Provincial Coach)*
	+ Funds to be designated to allow travel for club coaches to develop experience and skills required for major international competitions whenever possible. *(V-P Technical/ Provincial Coach)*
	+ Funds to be provided to assist with certification of qualified coaching candidates. *(V-P Technical)*
	+ Additional funds to be designated to assist with certification of qualified female coaching candidates. *(V-P Technical)*
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| **Medium to Long-Term Goals (Key Focus: 2020 Olympics)**Specialized training and specific national/international competitions are required by HP athletes as per the CFF selection criteria. HP athletes, with Olympic potential will be required to build up their international rankings with minimum top 32 ranking being attained, ideally establishing top 16 by the Spring of 2020. Access and exposure to European training camps is required for higher level athletes. (Specific competitions will be identified by the NSO as the selection criteria is established and revised over the timeline associated with the quad.) * Top 32/16 at World Cup tournaments
* Prepare at least two athletes from the HP group for qualification for the 2020 Olympic Games
* Level 3+ coach in every club, with multi-weapon experience
* Development of N Level referees
	+ All P level referees to be strongly encouraged to work toward obtaining N Level referee certification. *(V-P Technical – present)*
	+ N Level referee clinics to be hosted as necessary. *(V-P Technical)*
	+ At least one new N Level referee to be certified every other season. *(V-P Technical – starting with 2019-20 season)*
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